

**Liberia Human Rights Advisor Program**

**Associate Award LWA 669-A-00-05-00062-00**  
**(Ref. AEP-A-00-99-00016-00)**

**A Project of the American Bar Association's Africa Law Initiative  
through the RIGHTS Consortium**

**Second Quarterly Narrative Report**  
**Reporting Period: January 1 – March 31, 2006**

During this quarter ABA-Africa/Liberia developed and delivered a national mediation training for 25 participants representing a wide range of national and international NGOs providing mediation services throughout Liberia. While most of the representatives provide services in Lofa, the organizations included engage in mediation services national.

The agenda for the national training is attached.

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## ***40 HOUR MEDIATION TRAINING***

***April 17-22, 2006  
Thinkers Village, Liberia***

### **Day 1**

8:30 AM

Registration - Continental Breakfast

Meet and Greet

Ground Rules and Expectations

Mission/Vision

USAID

ABA-Africa

African Union

Ghana

Nigeria

Rwanda

### **BREAK**

Understanding Conflict

Communication Skills

Listening Components

Listening Carefully

TLC - 8-Step Conflict Resolution Process

8 Steps of Conflict Resolution

TLC – 8 Steps of the Conflict Resolution Process

Personal Reaction to Conflict

Conflict Practice

Discussion – Reflections of Observations

Problem Solving

## **LUNCH**

Video – “ADR –Overview”

Discussion

The Dispute Resolution Continuum

Video – “Mediation”

Discussion

Evaluation for the Day

## **DAY 2**

8:30 AM

Registration - Continental Breakfast

Review of Day 1

Definition of Mediation

Mediation a Process

Steps of Mediation

Appropriate Topics for Mediation

## **BREAK**

The Mediation Process

Mediation Checklist

Why Mediation May Not Work

Building Trust

Showing Understanding

Using Neutral Language

Being Honest and Hopeful

Maintaining Confidentiality

Note Taking

Rules of Mediation

## **LUNCH**

1:30 pm

Mediation Practice  
(Using the Checklist)

Discussion of Observation

## **BREAK**

The Mediator

A Good Mediator

Quality of a Good Mediator

Role of the Mediator

Skills

The Job of the Mediator

Four Principles for a Mediator

What Mediator's Don't Have to Be

## **DAY 3**

8:30 AM

Registration - Continental Breakfast

Review of Days 1 & 2

Gathering Information

Types of Information

Questioning

Venting

Practice – Information Gathering

Discussion of observation

**BREAK**

Issues Identification

Generating Options

Dealing with Specific Proposals

Brainstorming

Interests V Positions

Surfacing Underlying Interests

**LUNCH**

Mediation Practice (2)

Discussion of Observations

Determining When Parties Should Be Brought  
Together

**BREAK**

Settlement Strategies

The Agreement

Purpose

Reality Testing

Form of the Agreement

Oral Agreement

Agreement in Principle

Contract

Review of the Mediation Process

Evaluation of the Day

**DAY 4**

8:30 AM

Registration - Continental Breakfast

Review of Previous Days

Dealing with Third Party and Difficult People

Video - "Mediation"

Discussion of Observation

**BREAK**

Mediation Practice

Discussion of Observation

**LUNCH**

Mediation Practice (2)

Discussion of Observations

Review of Procedure

**DAY 5**

8:30 AM      Registration      -      Continental Breakfast

Ethical Considerations

Review and Lessons Learned

**LUNCH**

Mediation Practice (2)

**Day 6**

8:30 AM      Registration      -      Continental Breakfast

Agency Issues

Intake

Maintenance of Records

Evaluation of the Process

Practice Intake Session

Evaluation of the Training

**CLOSE FOR CHECK OUT – LUNCH AND PREPERATION FOR GRADUATION**

1:00 pm      Lunch

2:00 pm      Graduation

